



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-EO (600-20)

2 October 2001

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO,
THE U.S. VIRGIN ISLANDS, GUAM, AND THE COMMANDING GENERAL OF THE
DISTRICT OF COLUMBIA

SUBJECT: (All States Log Number 101-0116) Army National Guard (ARNG) National
Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Committee Meeting
Minutes

1. The purpose of the ARNG EO/EEO Committee is to advise me on all EO/EEO matters affecting the ARNG and to energize state and unit EO Programs. The minutes of the last quarterly meeting will keep you informed of the committee's progress.
2. All soldiers deserve to work and train in an environment free from any kind of illegal discrimination. History has shown us when the commander provides a discrimination free environment; productivity, unit cohesion, and readiness improve.
3. The committee invites your comments or suggestions. Please feel free to contact our National Guard Bureau, Equal Opportunity Directorate (NGB-EO) if you wish to provide any input.
- 4. This memorandum expires 8 July 2002 unless sooner rescinded or superseded.
5. Point of contact is LTC Glendora G. Spearman, Acting Chief, NGB-EO, at 703-607-0764 or DSN 327-0764.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

Encl
Minutes

ROGER C. SCHULTZ
Lieutenant General, GS
Director, Army National Guard

CF:

- DANG
- CSM, ARNG
- NGB-IG
- NGB-PL
- All ARNG Directorate Division/Offices
- Each State IG
- Each State SEEM

ARNG National EO/EEO Committee Meeting
27 – 28 August 2001
Indianapolis, IN

INTRODUCTION: Meeting called to order. Chair's opening remarks:

1. MG Mathewson-Chapman thanked the committee members for their attendance. She recognized and welcomed CSM Lever, CSM for the ARNG. She stressed that committee's work is important and asked the member's for their concerns and expectations. The concerns and expectations are summarized below:

- Breakout sessions
- EOA MTOE and TDA documentation issue – needs work at the most senior levels – many positions are being taken away this fall
- Continue to take information back to the regions
- Develop theories and approaches to address EOA and EOR issues
- Enhance communication between meetings
- Impact M-Day issues
- See committee continue to make progress – impact on program
- Articulate ideas for Year of Diversity (Leadership – Communication – Diversity sub-committee impact)
- Articulate ideas for ARNG strategic plan for diversity (Leadership – Communication – Diversity sub-committee impact)
- Interface with state leadership and regional human relations/personnel boards and councils
- Less briefings – more business and discussion time
- Work with Snr NCO (NGB CSM) to articulate EO/diversity and readiness with the 54 CSM's and Snr NCO's
- Impact on diversity in the out-years, policies and programs that will impact for years to come
- Infuse the Director's message about caring for people
- Methods to implement goals – support the Year of Diversity and beyond
- ARNG DEOMI Liaison is the link to DEOMI – issues that effect EO training
- Strengthen relationship and conduit for information flow to the field

MG Mathewson-Chapman urged the committee to continue to be the spokespersons to the field. She encouraged the members to feel like they are part of the group and continue to discuss tough issues in our open forum.

2. Review of 4 June 2001 minutes. Page 1, item 1 corrections, add COL Smith – OR; delete MAJ Durr – OR. With corrections, the minutes were approved and accepted.

3. LTC Guareno will set-up an EO Committee folder with a link to committee members, he will establish a reply message feature that will notify members when they have messages.

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4. ARNG Diversity Initiatives: MAJ Dwyer (accompanied by Nadine Myer, statistics contractor) briefed ARNG Diversity Initiatives: she gave a slide presentation and discussed the various aspects being developed for an ARNG Strategic Action Plan for Diversity. An executive session will be held on 6-7 Sep 01. The goal of the meeting will be to develop a national strategy implementation plan that states can use as a shell to develop their state plans. COL Petty requested information regarding a mid-level career progression plan. BG Reed discussed the need to impact commander's and 1sgt's in a positive way. Additionally the need for a diverse recruiting force was discussed to open areas for recruiting and add emphasis on retention. Dr. Samuel Betances (diversity consultant) is the keynote speaker for the ARNG Senior Commanders Conference in Jan 2002. MG Mathewson-Chapman discussed the need to make a shell available to the states for a mentorship program. Discussed the need to articulate the complementary role as well as the difference between compliance (EO/EEO) and diversity. Suggested that aspects of our program (information) be provided to the Governors' Convention in 2002. Ms. Myers is attempting to work with the Defense Data Manpower Center to make demographic information available in state e-mail boxes. Additionally, members of the committee requested a canned briefing that can be used in their states to compare demographics. MG Mathewson-Chapman reemphasized the need to look at diversity across the spectrum – at all levels of the organization.

5. NGB-EO – ARNG EO Program – NGB EEO Update: MAJ Languirand discussed that LTC Spearman is currently the Acting Chief and Ms. Mary Odom is the Acting Deputy Chief for NGB-EO. Lt. Col. Cory Lyman (UTANG) is on tour as the new ANG MEO Program Manager. LTC Spearman has attended meetings at the OSD level recently and states that the ARNG and ANG are head and shoulders above the active and reserve components with diversity initiatives. AllStates Letter 1-01-0106 regarding Processing Procedures for NG Technician Complaints of Discrimination was released to the field on 20 Aug 01. AllStates Letter 1-01-0104 regarding delinquency on Annual Narrative and Statistical Reporting was released to the field on 17 Aug 01. Ms. Brantley is the NGB POC for DACOWITS. The fall DACOWITS conference is scheduled for 24-28 Oct 01 in Hilton Head Island, SC. Information is available on the web at www.dtic.mil/dacowits.

6. ARNGRC Update: Mr. Winters discussed many issues regarding the ARNGRC EOA, CPT Stanley. The ARNGRC holds monthly observances with atrium displays. The EOR team is viable. Many training sessions on EO are held at the RC with leadership emphasis. The RC is currently conducting a MEOCS. EO will be addressed on both Friday and Sunday at the Senior Leadership Conference. CPT Stanley coordinates a Director's Day event. Our message is published in various publications. The ARNGRC completed a mentorship orientation on 21 Aug 01. The mentorship program is aggressively perused at the RC. LTC Crow helps facilitate our ADR program.

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SNE Region: Unity Day (NJ) all included, NJ news letter – regional representatives tasked to determine committees in their region (diversity committees, human relations committees).

SW Region: All states in region have received the new EO complaint regulation, EOA positions are important, monitor DEOMI attendance, retention of EOA's in state – finish out their three year assignment.

NC Region: School seats at DEOMI is not an issue, 5 states in region have not responded, MI does not have an EO committee – has a diversity committee, go past the posters in getting message out, key issue in region is EOA and school seats for training.

SC Region: MO to host a regional senior EO investigator course.

12. Next Steps Tasks:

- Orlando HQDA EO conference – MG Mathewson-Chapman address NG breakout, regional representatives meet with state representatives in region
- Regional representatives update on what councils are operating in their region and what they do
- NGB-EO to determine if a space is available and complete a PD for a contractor for the committee – NGB-EO will work with the Deputy CofS for the ARNGRC on this issue
- Committee requests that Ms. Myers and CSM Lever attend the next committee meeting
- NGB-EO to coordinate with NGB-PA to have a representative attend our next committee meeting
- Committee requests that a NGB-ASM representative attend the next meeting
- Committee requests that NGB-EO invites local EOA, HR/EO, SEEM to next committee meeting
- NGB-EO schedule office call for DARNG and MG Mathewson-Chapman to meet
- FL, MA, NGB to give award to BG Reed at next committee meeting, BG Reed will retire in Dec 01.

NEXT MEETING

Date: 25-27 November 2001

Location: Orlando, FL

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- Everything begins with leadership – TAG's ID group of people with in state to carry the message (state committee), members should be representatives from existing programs listed above
- Awareness training and existing programs

Diversity vision statement – A culture that reflects our society, embracing and capitalizing on our strengths in order to.....

Diversity mission statement – We will leverage demographic shifts in order to capitalize on the diverse talents of the American people.

Diversity execution statement – The ARNG will recruit, train, retain, qualify, and advance a force which reflects America, recognizing and rewarding the achievements of all its members to enhance our service to community, state and nation.

- MAJ Dwyer will summarize and disseminate outcome of strategic session of 6-7 Sep 01
- Expand diversity concepts from program list, come up with a template for states by Jan 02
- Facilitate communication with in sub-committee, submit comments via e-mail, address in VTS or similar fashion before Nov 01 meeting

Diversity feedback – 10-11 Oct 01 YOD meeting (joint) need more ARNG representation, shell for states for mentoring program, training is an integral part of the YOD effort.

12. Regional Updates:

SE Region: Looking for fill of SE Junior Representative. Establish a communication program for EOA's. LEAD program is on hold for now.

NW Region: 1st multicultural fair – on drill weekend (WA), many activities, lunch (no cost), funding for other activities a problem, through unit morale fund (ask enlisted, officer and ESGR for funds, organizations will donate food, use internal resources and people, recycle program), better grasp of EOA and EOR picture.

NNE Region: Develop multicultural fair day (Aug 02, total effort on weekend, family assistance will help), regional meeting in Oct 01, EOA's 15 of 35 not trained (get the right people in job), update on SEEM PD (include handling of EO complaints – working at the national level).